

# LOCAL WORKFORCE DEVELOPMENT AREA DESIGNATION APPLICATION

## 1. POINT OF CONTACT

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**INSERT DATE OF APPLICATION**

## 2. INFORMATION REGARDING DESIGNATION REQUEST

The Northwest Missouri Workforce Development Board (NW WDB) and the Northeast Missouri Workforce Development Board (NEMO WDB) in conjunction with Chief Local Elected Officials (Presiding Commissioners) of the counties served do hereby request to be designated as one workforce region that will be served by one board to be known as the Workforce Development Board of North Missouri. This region would include the 34 counties of North Missouri currently served by the two aforementioned Boards.

With the funding decreases over the last several years, it has become apparent the sustainability of two separate boards is not feasible. After many conversations, it has been decided the best way to fulfill the obligations of a Local Workforce Board as outlined in the Workforce Opportunity Act of 2014 (WIOA) is to merge into one region. Merging into one region allows the counties to be served by one administrative entity that can more efficiently deliver the programs and requirements of the WIOA.

## 3. DESIGNATION CRITERIA

*How the change is consistent with local labor market areas*

### LOCAL MARKET INFORMATION (LMI)

#### The Northeast Region

The Northeast Region is comprised of 16 counties with the largest cities being Hannibal, Kirksville, and Moberly. Healthcare and Social Assistance are the largest industries in the region, with 16% of the region's employment. The annual average wage for all industries in the Northeast Region is \$37,068.

#### The Northwest Region

The Northwest Region is comprised of 18 counties, with Buchanan County being home to St. Joseph, the region’s largest city. The top industries in the Northwest Region are Manufacturing, Healthcare, and Social Assistance, which combined account for 33% of the region’s employment. The average annual wage for all industries in the Northwest Region is \$40,491.

Civilian Labor Force (March 2022)	Northeast Region	Northwest Region
* Labor Force	128,962	123,590
* Employment	124,399	119,505
* Unemployed	4,563	4,085
* Unemployment Rate	3.5%	3.3%
* Population	273,578	251,562

### 2018-2028 Occupation Projections

In this category, you will see the similarity of in-demand occupations, which speak to the common industry sectors in the two regions.

#### Top Job Openings – Northeast

The Northeast Region is projected to have over 10,500 total openings each year between 2018 and 2028. Total openings comprise growth openings, exit openings, and transfer openings.

Of the top 20 occupations with the most projected total openings, five are in the Office and Administrative Support major occupation group. The occupations of General and Operations Managers, Construction Laborers, and Heavy and Tractor-Trailer Drivers have large numbers of projected total openings, as well as above-average wages for the Northeast Region.

#### Top Job Openings – Northwest

The Northwest Region is projected to have almost 12,000 total openings each year between 2018 and 2028. Total openings comprise growth openings, exit openings, and transfer openings.

The major occupational groups of Food Preparation and Serving Related and Administrative Support have four occupations each in the top 20 occupations with the most projected total openings. Registered Nurses, General and Operations Managers, and Heavy and Tractor-Trailer Truck Drivers have large numbers of projected total openings, as well as above-average wages for the Northwest Region.

## Job Postings

In the **Northeast Region** employment continues, with gains made in several areas, including trade, transportation, utilities, leisure and hospitality, professional and business services, and education and health services.

In the **Northwest Region** increases in employment continue, with gains made in several areas, including trade, transportation, utilities, leisure and hospitality, professional and business services, and education and health services.

	Total Job Postings	Permanent Full-time Jobs	Healthcare & Social Assistance	Retail Trade	Manufacturing	Accommodation and Food Services	Other
Northeast	2,391	77%	26%	17%	10%	9%	38%
Northwest	3,240	76%	24%	14%	20%	7%	35%

## DEMOGRAPHICS

**The Northeast Region** workforce has almost 122,000 employees, making up 4 percent of Missouri's employment. In 2020, 51 percent of the workforce was female and 49 percent was male. The regional average unemployment rate in 2020 was 5.4 percent. The workforce is getting older in the Northeast Region, a trend happening throughout Missouri and the U.S. In 2020, 26 percent of the workforce was age 55 or older, up from 21 percent a decade earlier. For the region, 7 percent of the workforce was non-white, compared to 17 percent for the state; 2 percent of the region's workforce was Hispanic or Latino, compared to 4 percent for Missouri. In the Northeast Region, 3 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7 percent and the U.S. was at 23 percent. The Northeast Region has a higher percentage of the population with a disability compared to the state and the nation. For the region, 13 percent of the population has a disability compared to 12 percent in Missouri and 10 percent in the U.S.

Educational attainment rates for the Northeast Region are lower than those of the state in regards to bachelor's or advanced degrees. Twenty-six percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 37 percent for the state.

**The Northwest Region** is comprised of 18 counties in the northwest corner of Missouri. The region is home to several cities including St. Joseph, Chillicothe, Trenton, and Maryville. The Northwest Region workforce has almost 120,000 employees, making up 4 percent of Missouri's employment. In 2020, 52 percent of the workforce was female and 48 percent was male. The regional average unemployment rate in 2020 was 4.7 percent. The workforce is getting older in the Northwest Region, a trend happening throughout Missouri and the U.S. In 2020, 25 percent of the workforce was age 55 or older, up from 21 percent a decade earlier. For the region, 9 percent of the workforce was non-white, compared to 17 percent for the state; 4 percent of the region's workforce was Hispanic or Latino, matching the overall state average of 4 percent for Missouri. For the Northwest Region, 5 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7 percent and the U.S. population at 23 percent. The Northwest Region has a higher percentage of the population with

a disability compared to the state and the nation. For the region, 13 percent of the population has a disability compared to 12 percent in Missouri and 10 percent in the U.S.

Educational attainment rates for the Northwest Region are lower than those of the state in regards to bachelor's or advanced degrees. Twenty-eight percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 37 percent for the state.

### **FASTEST GROWING OCCUPATIONS**

In order to promote our training and education programs for occupational projections over the next 10 years, we want to look at the region's fastest-growing occupations (NEXT and LATER). This will enable us to work with training providers to build the training to meet the need.

The NEXT occupations typically require a credential, associate degree, apprenticeship, some experience, or moderate to long-term training. LATER occupations typically require a bachelor's degree or higher. These occupations will provide a sustainable wage to our jobseekers and fill the demands of our employers.

	<b>NORTHEAST</b>	<b>NORTHWEST</b>
<b>NEXT OCCUPATIONS</b>	Pharmacy Technicians	Phlebotomists
	Respiratory Therapists	Respiratory Therapists
	HVAC & Refrigeration	Diagnostic Medical Sonographers
	Pesticide Handlers, Sprayers	Computer-Controlled Machine Tool Operators
	Cooks, Restaurant	Multiple Machine Tool Setters and Operators
<b>LATER OCCUPATIONS</b>	Software Developers, Applications	Software Developers, Applications
	Nurse Practitioners	Nurse Practitioners
	Pharmacists	Veterinarians
	Training & Development Specialists	Financial Managers
	Speech-Language Pathologists	Speech-Language Pathologists

### ***How the change supports a common economic development area***

The new designation of the North Missouri Workforce Development area will align the workforce region with the Department of Economic Development's Economic Development (DED) region. The current region North Region for DED serves the same 34 counties as the proposed North Missouri Workforce Development area. This will make the partnership between the Local Workforce Development Board and Local DED Regional Economic Development Engagement Specialists stronger by removing the artificial border of regions,

giving each department/program single points of contact to ensure easier engagement and partnership. In addition, over the last few years, Missouri Northeast Development Partnership and Northwest Development Partnership have come together for an annual meeting to develop a strategic approach to workforce development, economic development, and to discuss critical issues in North Missouri such as the lack of affordable housing, broadband, and childcare. These partnerships are comprised of experts in the workforce and economic development, small business development, community leaders, state and federal legislative representatives, and county and city representatives.

***How the change is supported by Federal and non-Federal resources, including appropriate education and training institutions, to administer activities under WIOA Adult, Dislocated Worker, and Youth programs.***

The new Board's primary source of funding will continue to be from the Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, and Youth Programs. The Board will continue its partnership with the Family Support Division to operate the SkillUp and Jobs League Programs. The Board will also seek other funding opportunities available through the Office of Workforce Development including, but not limited to, Reemployment Services and Eligibility Assessment as well as Apprenticeship Grant Opportunities. By having a larger population base, the Board also anticipates being a stronger candidate for other grant opportunities outside of the traditional WIOA funds.

The New Board will continue to utilize the available training providers through the State's Eligible Training Provider List. Currently, the Northwest and Northeast Workforce Development Boards have strong partnerships with the Local Four-Year Colleges and Universities, Community Colleges, Technical Schools, and Proprietary schools within the region. The Board will continue to strengthen each of the relationships to help address the training needs of employers in the region to ensure the workforce has local opportunities to gain the skills and credentials needed to meet the demands of the current and future labor force needs.

***How the change will impact involved LWDAs***

This change will create one new Local Workforce Development Area which will be served by a single Board. The new local area will be divided into two Sub-regions to be known as the Eastern and Western Sub-Regions. The Eastern Sub-Region will consist of the following sixteen counties: Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby, and Warren Counties. The Western Sub-Region will consist of the following 18 counties: Andrew, Atchison, Buchanan, Caldwell, Clinton, Daviess, DeKalb, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Mercer, Nodaway, Putnam, Sullivan, and Worth. Splitting the region into two Sub-regions will ensure both sides keep equal representation on the Chief Elected Official (CLEO) Consortium as well as with the Workforce Development Board of North Missouri.

Once the new Board is formed, the two former Boards will voluntarily de-certify. By creating one new Board for North Missouri, the administrative functions will be completed by one office. The Commissioners of North Missouri have voted to have North Central Missouri College (NCMC) serve as the Fiscal Entity moving forward. NCMC has successfully served as the Fiscal Agent of the Northwest Region for many years. Collaborating with NCMC allows the benefits of having an established organization oversee the funds and help in streamlining administrative responsibilities for the entire region.

***Proof of public comment period opportunities to allow representatives of LWDBs, Businesses, institutions of higher education, labor organizations, other primary stakeholders, and the general public to comment regarding the change. If opposition to the request is received, the requesting entity must address concerns through a public hearing. All comments from the public hearing must be recorded and provided with this request.***

#### **4. SUPPORT OF LOCAL ELECTED OFFICIALS IN THE PROPOSED AREA**

Each of the respected regions has held meetings of their Chief Local Elected Officials Consortiums. Both the Northeast and Northwest Consortiums voted unanimously to move forward with the merger and create a new North Missouri Workforce Development area to be served by a single Board. Minutes of these meetings are listed at the end of this application as Attachment 1 (Northeast CLEO Consortium Minutes) and Attachment 2 (Northwest CLEO Consortium Minutes).

#### **5. SUPPORT OF IMPACTED LWDAs**

Both the Northeast Workforce Development Board and Northwest Workforce Development Board held meetings to discuss the proposed creation of the North Missouri Workforce Development Area. Both Boards unanimously voted to move forward with the new local area to be served by a single Board. . Minutes of these meetings are listed at the end of this application as Attachment 3 (Northeast WDB Minutes) and Attachment 4 (Northwest WDB Minutes).